INTRODUCTION

MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME

Today, the MGNREGA has provided an employment to millions of workers not only the employment is provided to them it is also creating sustainable & durable assets in the village. The scheme has given a power to the daily wage laborers to fight for their right to receive that they must receive & it is also an opportunity to promote overall development & to give the power to the rural society of our country.

MGNREGA is a land mark legislation in the Indian history of social security legislation after independence. This legislation has been bringing about a silent revolution in rural areas. The MGNREGA is India's first law to codify development rights in a legal framework. There is a long & immediate need to formulate rules to operationalise provisions in the act which included guaranteeing grievance redressal in 7 days, social audit twice a year & mandatory transparency & proactive disclosure.

National Rural Employment Guarantee Act was passed by parliament & enacted on 5th December 2005. The NREGA scheme was initially came in to force in 200 districts of 27 states in phase 1 (one). It is firstly launched in Anantpur district of Andhra Pradesh on 2nd February 2006 by our Prime Minister Dr. Manmohan Singh. It was implemented in three phases & covered the whole country within 5 years. This act provides Right Based Employment to the rural people of India. On 31st December 2009 the act was renamed by an amendment as Mahatma Gandhi National Rural Employment Guarantee Act 2005.

The implementation of NREGA largely depends on the active participation of 3 tier decentralized self governance and Panchayat institutions. The basic objectives of the act is to enhance livelihood security & standard of living in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult member volunteer to do unskilled manual work. Any rural household seeking manual work could register their name in the gram panchayat & their job card. With the possession of job card he / she can apply for work for at least 100 days in the gram panchayat. Under the scheme job is to be provided within 15 days of receipt of an application or from the date he seeks work & if they failed to do so, the unemployment allowance would become payable to rural household. The act permits certain categories of work to be taken up for providing employment such as water conservation, drought, plantation, irrigation, canals, horticulture , fisheries, land development, rural connectivity & renovation of traditional water bodies.

The Mahatma Gandhi National Rural Employment Guarantee Act is an act to universalize employment guarantee in rural area by initiating the community participation in creation of national asset by accessed participatory approach of panchayati raj system. NREGA opens up the opportunity to improve agricultural productivity in dry land areas. Improvement of small farms through construction of wells, land leveling etc. can increase productivity of dry land. NREGA is a program made for the transformation of society. It needs a strong supervision from society & government as well. Strong information like Right to Information act should be used by society or citizens increase accountability & transparency under the NREGA. The real goal is to improve the conditions of agricultural sector along with that the

improvements in rural infrastructure, employment generation & asset creation through wage employment programme & investment in irrigation.

MGNREGA _ LIVELIHOOD SECURITY

MGNREGA aims to provide steady source of income & livelihood security of the rural poor. It provides basic income assurance to large number of beneficiaries. Many studies have analyzed the income impact of MGNREGA in terms of poverty elevation & generation of income opportunities in the future. MGNREGA directly impacts poverty by providing extra work opportunities & income to the poorest in the rural areas. MGNREGS is the most significant scheme to uplift the overall quality of life of rural households. One of the major objectives of the scheme is the improvement of the income levels and enhancement of livelihood security in rural areas by guaranteeing 100 days of wage employment in a financial year to every registered household. To make the Act more effective for securing the desired objectives of rural poverty eradication and livelihood security, there is an urgent need to ensure citizen participation in all stages of the implementation process. A proper mechanism should be developed to check the corruption in distribution of job cards, assured timely payment of actual wage and substantial asset creation.

MGNREGA _ SOCIAL EMPOWERMENT

As a rural wage employment programme, MGNREGA recognized the relevance of incorporating gender equality & empowerment in its design. The importance of social protection is in many countries, particularly in developing countries. Social protection consists of policy & programmes to develop the capacity to protect them against loss of income. Many countries of the world has been

implementing various schemes relating public work programme to boost employment opportunities & ultimately to remove poverty. This scheme is a good indication how the economic benefits of MGNREGA trickling down to the marginalized sections of the society. As far as participation of women is concerned, the MGNREGA outshines earlier programmes by significantly higher margins. MGNREGA is among the largest social welfare schemes implemented anywhere in the world.

As we will study MGNREGA in Chhattisgarh state, the minimum number of days for mandatory employment has been increased from 100 to 150 days, the additional 50 days of employment is given to the laborers and payment of additional employment will be done by state government from its budget. Along with this Chhattisgarh becomes first state to grant maternity leave to female laborers. Chhattisgarh government has decided to pay maternity leave allowance to women laborers who are working under MGNREGA in the state.

The Mahatma Gandhi National Rural Employment Guarantee Act becomes an interesting subject to study because it is not only giving employment to the rural poor but also creating sustainable & rural assets in the rural area. The act gives power to the daily wage laborers to fight for their right to receive the wages that they must receive & just means of providing social security to its people but also an opportunity to promote overall development & alter the balance of power in rural society. The success of NREGA need not be measured on a single parameter of employment generation even though it is recorded for better than of predecessor policies for employment opportunities. This act becomes a role model for innovation in many areas.

REVIEW OF LITRATURE

1. **Sanjay Kanti Das (2013)** has explored in this study **"A Brief Scanning on Performance of Mahatma Gandhi National Rural Employment Guarantee Act in Assam, India"** that The National Rural Employment Guarantee Act 2005 (NREGA) renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is the boldest and most pragmatic approach to the problems of rural poverty and unemployment. In fact, the Scheme ensures the economic security of the rural poor by providing guaranteed wage employment. MGNREGA has positive impact on employment pattern of women. Using official data this paper evaluates India's National Rural Employment Guarantee Scheme (NREGS) according to criteria viz. average number of days of employment per household; percentage of households completing 100 days of employment under NREGS; percentage of expenditure against total available funds etc. Performance across the country has been disappointing and has deteriorated over time. Percentage of expenditure against total available funds has risen sharply. Finally, it is difficult to escape the conclusion that the NREGS has not performed well.

2. **Dr Rituparna Bhattacharyya, Dr Polly Vauquline (2013)** had explained in this study **"A Mirage or a Rural Life Line? Analyzing the Impact of Mahatma Gandhi Rural Employment Guarantee Act on Women Beneficiaries of Assam"** that this research is an attempt to examine the participation of women in MGNREGA, Assam. It critically looks at the issues, problems and challenges confronted by the women while working at MGNREGA. Written from a feminist perspective on gender, poverty and women's empowerment, the research seeks to address the problems of the women beneficiaries through their lived experiences. For this, we conducted in-depth interviews with the women beneficiaries in the

months of August and September, 2009 in four remote areas namely, Burka, Chandrapur, Barbhang and Muguriya, the first two situated in Kamrup, while the third and the fourth in Barpeta districts of Assam, where the programme of MGNREGA is on-going. The findings of the research suggest measures so that the programme can be made more effective in the long run.

3. **Praduman Kumara and P.K. Joshi (2013)** has explored in **"Household Consumption Pattern and Nutritional Security among Poor Rural Households: Impact of MGNREGA"** that The MGNREGA has provided almost equal employment benefits to all the categories of farm sizes, household-types and income-groups. The state-wise study has revealed that though all the states have been benefitted, wide variations do exist. It is observed that the economically weaker states of the country have been benefitted maximum and have implemented the MGNREGA more vigorously. The study has shown that the raise in income could lead to increase in food consumption — both of cereals and non-cereals by all the categories of households. A diversification in the dietary pattern of households has also been observed, which is again a strong indicator of better food consumption. These developments have resulted into a substantial increase in calorie-intake as well as protein-intake by different categories of households, leading to a decrease in the undernourished and nutrition-deficit households by 8-9 per cent. In nutshell, the impact of MGNREGA has been positive and effective in increasing household food consumption, changing dietary pattern and providing nutritional food security to the poor rural households of India.

4. **Stefan Klonner and Christian Oldiges (2013)** had said in their paper **"Can an Employment Guarantee Alleviate Poverty? Evidence from India's National**

Rural Employment Guarantee Act" that this paper examines the effects of India's recent Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on consumption and poverty in rural India. We combine data from India's National Sample Survey (NSS) on household consumption with information on the district-wise roll-out of the MGN REGA. For this group of marginalized households we can increase the average consumption of about 15 percent and a decrease in various poverty measures between one and one half. In addition, for the same group of households, we found that the MGNREGA reduces the exposure to seasonal shocks as the Acts effects are concentrated on the agricultural lean season. A cost-benefit analysis suggests a reasonable degree of cost-effectiveness of the Act as the additional consumption enjoyed by SC/ST households figures at about one third of the Act's total expenditures.

5. **Samik Shome, Ramanna Shetty, T. J. Joseph, and Mihir Dash (2012)** has explore in his study **"Impact of workfare Programmes on quality of life: A Case Study of National Rural Employment Guarantee Act in India"** that This study analyses the effective implementation of The National Rural Employment Guarantee Act 2005 in India and its impact on quality of life in the Anekal taluk of Bangalore district of Karnataka. The study found that there was a widespread variation in the effectiveness of implementation of NREGA among different Panchayats in Anekal taluk. The results suggest that the NREGA has a significant impact in both village-level infrastructural development and also in household quality of life. However, there is also an urgent need for rectifications of some of the problems observed during the survey to make NREGA more effective and responsive to the needs of the underprivileged citizens.

6. **Dr.P.M.Honnakeri, Mr.Anil Kumar B. Kote (February 2012)** has explored in his study **"The Impact of MGNREGA Scheme on Rural-Urban Migration in Rural Economy with special Reference to Gulbarga District in Karnataka State"** The main focus of this article is to examine the impact of Mahatma Gandhi National Rural Employment Guarantee Scheme on the Rural Urban Migration in rural economy and the present study also tries to assess the working of MGNREGA in two villages of Gulbarga district. Gulbarga district is one of the most rural regions in India and this has been identified by the Dr. Najundappa Committee by Government of Karnataka. So it is hoped that the study is suitable to find out the, extent the MGNREGA Scheme has impact on the rural urban migration in rural economy. Hence the performance of MGNREGA Scheme in Gulbarga district would be of considerable interest both to the planners and to administrators. This analysis looks at the direct and the indirect effects that the NREGP has on employment generation and poverty reduction in a local. For this, a micro level survey in a specific village was undertaken to the impact of the MGNREGP on the rural urban migration and the living condition of the poor in rural areas. This survey covered a poor agricultural village with 60 households. The survey recorded income and expenditure levels by type of household (large, small and marginal farmers, agricultural labour.

7. **Dr. Dinesh Das (October 2012)** has been explored in his study **"Examining India's Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA): Its Impact and Women's Participation"** that Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is the central government response to the constitutionally manifested right to work and means to promote livelihood security in India's rural areas. MGNREGA is the flagship rural employment generation programme in rural areas for 100 days in a financial

year. While providing employment, priority shall be given to women in such a way that at least one-third of the beneficiaries shall be women who have registered and requested for work under the scheme. Equal wages shall be paid to both men and women workers. By generating employment for women at fair wages in the village, NREGA can play a substantial role in economically empowering women and laying the basis for greater independence and self-esteem. One of the most important features of MGNREGA is its approach towards empowering citizen including women citizen to play an active role in the implementation of the scheme, through gram sabha, social audit, participatory planning and other activities.

8. **S.Krishnan, A. Balakrishnan (2012)** had explained in the study **"Impact Of Watershed Works Of MGNREGA On Poverty Alleviation – A Micro Level Study**" that In India, our rural masses lack the basic infrastructure facilities to sustain their life. Rural India constitutes about 72 percent of the total population. Their small holdings provide them with minimal yield to support their existence. The opportunities to have better standard of living in rural areas of our country are minimal. The labour force will increase by 520 lakhs during the 11th plan period based on the growth of working age population. If the current trend of more women seeking jobs continues, mostly in rural areas, the labour force will be around 650 lakhs. This increase will be in addition to the current 350 lakhs unemployed. So India has to provide employment to around 1000 lakhs people. Most of them in rural areas. It is therefore be the duty of the state to generate employment opportunities. In this regard, the Govt. of India has introduced NATIONAL RURAL EMPLOYMENT GUARANTEE Act in Sep 2005in the Parliament, and launched National Rural Employment Guarantee Scheme in February 2006, in the selected 200 districts of the country. It was further extended

to 113 districts in April 2007 and it is now operational in all districts from April 2008.

9. **Ashok Pankaj (2012)** has explored in this study **"Right to work and rural India: working of the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)"** that The Mahatma Gandhi National Rural Employment Guarantee Act aims to enhance the livelihood security of people in rural areas by guaranteeing 100 days of wage-employment in a financial year to a rural household. This book is an attempt to understand the working of the operational part of this act - the Mahatma Gandhi National Rural Employment Scheme (MGNREGS). The contributors to this book present evidence of the implementation and impact of the scheme across India, including both agriculturally developed states and less developed ones, and states where the scheme is better implemented as well as those where it is not. Their essays go on to explain the meaning, context, issues and development policy implications of MGNREGS through theoretical and empirical papers, providing answers to questions regarding: (1) the timing and purpose of the legislation, and the design and structure of the program; (2) desirability of state-sponsored employment programs in the era of liberalization; and (3) the likely impacts of such a massive wage employment and public works program.

10. **D. S. Bhupal (2012)** had explored in their study **"Indian experience of sustainable and inclusive economic growth – an evaluation of Mahatma Gandhi National Rural Employment Guarantee Scheme"** that Two issues emerge clearly one, positive aspects of MGNREGA and shortcomings in its implementation, two, issues where MGNREGA and other schemes intermingle.

MGNREGA has helped improve the income level of the beneficiaries, their food security and all by productively utilizing scarce resources. The targeted groups are the main beneficiaries of MGNREGA. The increase in percentage of school going children should be the major gain of MGNREGA. The MNREGA has played important role in providing measures of inclusive growth by ensuring people's economic and democratic rights and entitlements, creating labour intensive infrastructure and assets

11. **Ministry of Rural Development (2012)**had explored in their report **"MGNREGA Sameeksha: An Anthology of Research Studies on the Mahatma Gandhi National Rural Employment Act, 2005, 2006-2012"** is an analytical anthology of all major research studies done on MGNREGA that were published in academic journals or came out as stand-alone reports. Newspaper and magazine articles, as well as opinion pieces, have not been included in the volume. about the practicality and viability of this initiative, six years later, the basic soundness and high potential of the MGNREGA are well established.

12. **Soumya Mohanty (May 2012)** has explored in her study **" Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and Tribal Livelihoods: A Case Study in Sundargarh District of Odisha"** that Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is considered as a "Silver Bullet" for eradicating rural poverty and unemployment, by way of generating demand for productive labour force in villages. It provides an alternative source of livelihood which will have an impact on reducing migration, restricting child labour, alleviating poverty, and making villages self sustaining through productive assets creation such as road construction, cleaning up of water

tanks, soil and water conservation work, etc. For which it has been considered as the largest anti-poverty programme in the world. But the success of this Act depends upon its proper implementation. Thus, this present study attempts to critically examine the implementation process of this programme and its impact on tribal livelihoods i.e. to what extent MGNREGS has given justice in sustaining the livelihoods of poor tribal communities in a tribal dominated panchayat of Sundargarh district, Odisha. The study reveals that there is little impact of MGNREGA on tribal livelihoods. The faulty implementation strategy has ruined the spirit of this programme. Religion and street biasness and favouritism in case of distribution of job card, dominance of dominant families, defective leadership and improper coordination among the stakeholders have stood as major hurdles in this programme.

13. **S.M. Vanitha and P. S. Srikantha Murthy (2011)** has explored in their study **"An Economic Analysis of MGNREG Programme in Mysore District of Karnataka" that** An economic analysis of MGNREG programme has been made in the Mysore district of Karnataka during the year 2009-10. The women participation among total registered workers in MGNREGS has been found significant at 47.8 per cent. Among the total number of works executed under MGNREGS in the sample villages, 96.8 per cent have been natural resource management works and 74.2 per cent community works. More number of natural resource management works are needed to be taken up on individual farmers fields to make MGNREGS complementary to agriculture. The study has found that, there has been reduction in the supply of labour to agriculture to the extent of 40.67 person-days per year on an average after the implementation of MGNREGS. Hence, MGNREGS works need to be executed only during offseason.

14. **Dr. Kalarani Rengasamy and B. Sasi Kumar (2011)** has explored in his study **"State Level Performance of MGNREGA in India: A Comparative Study"** that in this comparative study, they had attempted to analyze the state-wise performance of the MGNREGA and its impact on various streams of agriculture and rural agricultural wages. To start with, funding of the scheme has been very balancing between the state and center. It ranges around 80:20 of share to the implementation of scheme between the Center and the s states. When it comes to coverage of population, the states that claim to have covered more than 50 percent of the households are Chhattisgarh and Madhya Pradesh, with both of them having poverty rates that are much higher than the national average; followed by Bihar and Jharkhand, with over 30 percent coverage but very high levels of poverty. Besides, at the total expenditures suggests that Madhya Pradesh, Andhra Pradesh and Rajasthan have distributed Rs.10-17 billion as wage payments followed by Uttar Pradesh, Chhattisgarh, West Bengal and Bihar, with the utilized amounts ranging between Rs.5 and 10 billion each. Another important thing to consider about the scheme is about the impact on farm mechanization of agriculture. Ultimately, it is worth mentioning here that the MGNREGS has benefited the agricultural laborers not only directly, but also indirectly as the scheme pressured the Minimum Agricultural Wage Rate (MAWR) to be increased.

15. **T. Haque (2011)** has explored in his study **"Socio-economic Impact of Implementation of Mahatma Gandhi National Rural Employment Guarantee Act in India"** that The MGNREGA has provided a unique legal space for the rural poor, especially the landless laborers, SC, ST and small and marginal farmers, with a consequent legal obligation on the part of the government at various levels to deliver and improve the socio-economic condition of the rural people. However, there are several gaps and weak links in the implementation of

MGNREGA in most places, which need to be bridged through sustained awareness-building campaigns about various entitlements, social mobilization, planning and convergence for proper utilization of the assets created for productivity enhancement, social inclusion and good governance through effective, and truly participatory social audit, vigilance and monitoring and capacity building of Panchayati Raj functionaries and government officials.

16. **Ajit K. Ghose (2011)** has explored in his study **"Addressing the employment challenge: India's MGNREGA"** that MGNREGS is an impressively ambitious programme for providing wage employment to the rural poor. The result has been impressive growth of money incomes of the rural poor. Though a final judgment must await availability of more information, it is hard to avoid the conclusion that MGNREGS by itself cannot really be expected to stimulate agricultural growth even in the longer run. All this means that as the scale of MGNREGS is expanded; it will deliver increasingly larger increases in money income to the poor without correspondingly contributing to agricultural growth. Food price inflation may then become a persistent problem, which will undermine both poverty alleviation and economic growth. If MGNREGS is to alleviate poverty, encourage growth and promote full employment, two things have to happen. In the short run, the government must find a way of using the accumulated stock of food grains it holds to curb food price inflation. Alongside, the government must also undertake to increase public investment in agriculture so that food production can grow in the longer run to match the growth in demand.

17. **M. Selva Maheshwari and L.S. Gangwar (2011)**had said in their research **"Impact of Rural Development Scheme on Availability of Agricultural Labour — A Study of Dairy Farmers in Thanjavur District of Tamil Nadu"**

that The study is based on the data collected from 40 selected respondents involved in crop production and dairying in the study area during the year 2008-09 through primary survey. The study has revealed that the implementation of Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) has provided employment opportunities to rural workers and has checked the migration of farm labour from villages to cities and nearby industrial townships. All the eligible family member of landless dairy farmers had the job cards, but medium and large dairy farmers possessing agricultural land, prefer to work at their own farms. These farmers have reported that they were facing acute shortage of laborers during peak paddy planting and harvesting due to MGNREGS. The study has concluded that the minimum wages under MGNREGS should be increased cautiously keeping in view its impact on agricultural/ livestock activities.

18. **Prattoy Sarkar, Jagdish Kumar and Supriya (2011)** has said in his study **"Impact of MGNREGA on Reducing Rural Poverty and Improving Socio-economic Status of Rural Poor: A Study in Burdwan District of West Bengal"** that The present study conducted in the Burdwan district of West Bengal, has examined the socio-economic impact of MGNREGA on the rural poor who are mainly comprised of small and marginal farmers & agricultural labourers. The study is based on a random sample of 102 respondents (82 beneficiary and 20 non-beneficiary households). It has been found that significant changes have taken place in the socio-economic variables like annual per capita income, monthly per capita food expenditure, annual per child expenditure on education, per capita savings, condition of the dwelling houses, access to healthcare facility and possession of other assets or luxury items for those households which are regularly working in the scheme. The study has made some suggestions also for incorporating improvements in the present MGNREG

scheme based on the constraints reported by the workers associated with this Scheme.

19. **Usha Rani Ahuja, Dushayant Tyagi, Sonia Chauhan and Khyali Ram Chaudhary (2011)** has said in his study **"Impact of MGNREGA on Rural Employment and Migration: A Study in Agriculturally-backward and Agriculturally-advanced Districts of Haryana"** that The study conducted in the state of Haryana has investigated the impact of implementation of MGNREGA in two districts — one agriculturally-advanced (Karnal) and the other agriculturally-backward (Mewat). Besides demographic characteristics, the paper has investigated the difference in the employment status, income, landholding size, herd size and other assets of the sample farm households in these two districts by taking 120 farm families, 60 from each district. The impact of MGNREGA within a district has also been studied in terms of income and employment security, migration, debt repayment, extent of participation in MGNREGA works, socio-economic status, etc. by seeking information from 30 participating and 30 nonparticipating households in MGNREGA works in each district. A significant difference has been found in the extent of employment under MGNREGA works in agriculturally-advanced and agriculturally-backward. The study has observed that despite being a source of employment, MGNREGA has not been able to check the migration from the developed region because of higher market wage rates at destinations. The study has concluded that farmers owning large size of landholdings and more number of animals are not much interested in participating in MGNREGA works as they are busy in their own activities.

20. **Abhishek thakur(2011)** has explored in his study **"A study of MGNREGA and its impact on wage and work relations in Seoni district of Madhya Pradesh".**

The objective of this study is to understand the sources of livelihood in this area and the impact of MGNREGA on their sources of livelihood. This study also attempts to understand the changing daily wage rate after the implementation of MGNREGA and compare it to the time before its implementation. In addition to this, the study also attempts to understand the impact of MGNREGA on the changing relationship between farmers and labourers and on the pattern of agriculture. The places chosen for the study are 4 villages under Seoni and Keolari Blocks in the Seoni district of Madhya Pradesh. The finding of the study shows the private wage rate has increased, the relations between farmers and labourers was altered and the agriculture pattern has also changed due to the implementation of MGNREGA.

21. **Pramathesh Ambasta (2011)** has explored in his study **"India's Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA): Rural Governance Reform through the Agency of the Poor"** that he had tried to spell out a blueprint of reforms that are needed for MGNREGA to realize its true potential. To further strengthen these MGNREGA reforms, the use of IT for monitoring and an agency like the proposed NAM have a crucial role to play. While such provisioning of the best talent and resources is commonplace for large infrastructure projects in the "mainstream" of economic development, they are tragically not even thought of when rural development is envisioned. Bringing about these reforms, thus, will also play a big role in mainstreaming inclusion, rural development and decentralization. Such an approach to MGNREGA can effectively reform governance at the grassroots and also empower rural communities. Over time this can become the way forward for all interventions targeting the rural poor.

22. **T. Sivasakthi Devi, R. Balasubramanian and B. Ganesh Kumar (2011)** had said in their study **"Employment, Income and Labour Supply Decision of Rural Households : An Economic Analysis of MGNREGS in Tamil Nadu"** that The study has revealed that the number of migrants in the family, number of livestock units owned, and number of person-days employed in agriculture, non-agriculture and MGNREGS are significantly influenced by the household income of the participants and non-participants of MGNREGS. The analysis of household food-security has shown that the expenditure for all commodities. It shows that the MGNREGS participants consume more high-value commodities like milk, chicken and fish, as compared to MGNREGS non-participants. The labour supply decision of sample respondents has shown that the elasticity of labour supply with respect to wage rate is more than one in both participants and non-participants of MGNREGS, indicating that an one per cent increase in wage rate increases labour supply by 1.92 per cent and 2.36 per cent, respectively. In addition, as the number of dependents increases, the household increases labour supply to derive additional income to meet the increased household expenditures. An interesting and encouraging observation is that the scheme has reduced the migration of people from rural to urban areas.

23. **Channaveera, H. Lokeshaa, L.B. Hugara, J.B. Deshmanyab and S.B. Goudappa (2011)** had explained in **"Impact of MGNREGA on Input-use Pattern, Labour Productivity and Returns of Selected Crops in Gulbarga District, Karnataka"** that The study has tried to capture the effect of MGNREGA by selecting two sets of villages in the Gulbarga district of Karnataka, one which have utilized 75 per cent of allocated funds and the other which have utilized less the 25 per cent of allocated funds under MGNREGA. The study is based on primary data

obtained from 120 sample farmers belonging to five village panchayats. In redgram, a significant difference has been observed in use of machine power and labour use between fully and partially-implemented MGNREGA villages, but no difference has been recorded in the use of material inputs. Similarly, in the *rabi jowar*, there is a significant difference in labour use but not in the use of machine power and material inputs between two categories of villages.

24. **P.S. Srikantha Murthya and S. Indumati (2011)** has said in the **"Economic Analysis of MGNREGA in the Drought–prone States of Karnataka, Rajasthan and Irrigation–dominated State of Andhra Pradesh"** that Using macro level data on MGNREGA performance in drought-prone states of Karnataka and Rajasthan as well as in irrigation-dominated state of Andhra Pradesh, this study has revealed that the impact of MGNREGA wage on the economic scarcity of labour is relatively modest when compared with the impact of hike in non-farm wages. Even though the provision of food security through public distribution system has contributed to the economic scarcity of labour, the relative hike in non-farm wages is contributing to higher economic scarcity of labour rather than PDS and MGNREGA wages. The study has suggested subsidies for farm mechanization should be provided in order to sustain food and livelihood security in the drought prone as well as irrigation-dominant states of India.

25. **Hadke Pradeep (Nov 2011)** has explored in his study **"Impact of Mahatma Gandhi National Rural Employment Guarantee Scheme on Reducing Rural Poverty"** that the impact of MGNREGS on reducing rural poverty has been reviewed. It is reported that under MGNREGS in 2007–08, about 3.39 crore

households were provided employment and 143.5 crore person day employment was generated in 330 districts. In 2008–09 (up to July), 253 crore households were provided employment and 85.3 crore person days were generated. The scheme has enhanced wage earnings, leading to strengthening of the livelihood resource-base of the rural poor in India. The programme has depicted high work participation of marginalized groups like SC/ST and women in 2007–08. The paper has reported enhancement of agricultural productivity (through water harvesting, check dams, groundwater recharging, improving moisture content, check in soil erosion, micro-irrigation, etc.), stemming of distress migration, increased access to markets, supplementation of income and empowerment of women as a result of implementation of MGNREGS. The paper has reported some challenges/shortfalls in the implementation of MGNREGS; these include delay in distribution of jobcards, presence of contractors, delay in payments, improper accounting of labour days, etc.

26. **Awasthi P.K., Rathi D., Raghuwanshi N.K (Nov 2011)** had explored in their study **"MGNREGA and its Impact on Distress Migration: Some Facts and Emerging Issues"** that The paper has analysed the impact of MGNREGA on out-migration, assets creation and provision of employment to the targeted families as well as problems being faced by the beneficiaries and their opinion for the smooth functioning of the scheme. The study is based on the data collected from a random sample of 100 beneficiaries selected from Sonpur panchayat in Rehli block of Sagar district of Madhya Pradesh pertaining to the year 2009–10. The study has indicated that MGNREGA has increased person-days employment, created productive assets, strengthened infrastructure, slowed down distress migration and empowered the women folk. Wage and farming have been reported

to be main source of income by 97 per cent of the sample beneficiaries. The incremental income has not only enhanced the expenditure capacity of households but has also promoted their savings. The major problems reported by the respondents were low wage rate, delay in payment, and delay in provision of work after registration, fake registrations, and unavailability of material at working place. Among the suggestions advocated by the respondents are: (i) MGNREGA must be viewed in terms of employment multiplier while preparing plans under this scheme, (ii) number of employment days under MGNREGA should be enhanced; (iii) the really poor and needy households should be identified carefully for providing employment

27. **Gaurav Sharma, Joby Joseph , Tharian George K. and S.K. Dey (2011**) had explored in their study **"Impact of Mahatma Gandhi National Rural Employment Guarantee Act on Rubber Block Plantation Scheme in Tripura" that** there has been a distortion in the uninterrupted supply of family labour to the scheme in the recent past due to growing popularity of employment opportunities under the Mahatma Gandhi National Rural Employment Guarantee Act, 2005 (MGNREGA) programme, which may eventually lead to a prolongation of immature phase and adversely affect the uniform and healthy growth of the rubber plants. One of the options could be the inclusion of the developmental works required for the immature rubber plantations under the MGNREGA projects by the State Government of Tripura.

28. **S.K. Badodiya, R.S. Kushwah, S.K. Garg and S. K. Shakya (2011)** has explained in this study **"Impact of mahatma Gandhi national rural employment guarantee act (MGNREGA) on poverty alleviation" that**

Mahatma Gandhi National Rural Employment Guarantee Act, (MNREGA) has the potential to transform the geography of poverty. This act is to enhance livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household. The present study was conducted in Morar Block of Gwalior district. A sample of 110 beneficiaries of rural poors was used for the fulfillment of objectives under this investigation. Majority of the beneficiaries increased their annual income and belonged medium to high income category. Personal characteristics like- education, social participation, land holding, credit availability, source of information, contact with MNREGA personnel, attitude towards scheme and knowledge of the beneficiaries about scheme were observed significant relationship with annual income increased of the beneficiaries due to scheme.

29. **Ashok Pankaj, Rukmini Tankha (2010)** had explored in their study **"Empowerment Effects of the NREGS on Women Workers: A Study in Four States"** that Empowerment of rural women has emerged as an unintended consequence of NREGS. Women have benefited more as workers than as a community. Women as individuals have gained because of their ability to earn independently, made possible due to the paid employment opportunity under NREGS. Independent and monetized earnings have increased consumption choices and reduced economic dependence. This has helped women in registering their tangible contribution to the household's income. The overall effects of these have translated into an increased say for women in household affairs.

30. **Moitri Dey (2010)** had explored in his study **"National Rural Employment Guarantee Act (NREGA) A Range of Possibilities"** that India remains predominantly a rural nation, with 72.2 % living in rural areas. According to 2001

census Different reports also reveal the high incidence of rural poverty. The central government introduced the National Rural Employment Guarantee Act (NREGA) in 2005 to fight poverty more effectively. It is the first ever law internationally, that guarantees wage employment to adult members of every household who are willing to do unskilled manual work. The choice of work suggested in the Act addresses causes of chronic poverty like drought, deforestation and soil erosion, so that the process of employment generation is maintained on a sustainable basis. Based on secondary sources of data, this paper intends to assess NREGA for alleviating rural poverty. It will attempt to address issues like whether NREGA has lived up to its full potential, what the challenges are in the implementation of the Act and how it can address those challenges.

31. **Jhilam Roy Chowdhury (2010)** has explored in her study **"Right to information & national rural employment guarantee acts—an attempt towards more accountable & transparent governance"** that The enactments of employment guarantee act and right to information act are indeed significant achievements in the history of India. These acts provide a wide spectrum of basic rights to people of India towards shaping their own polity and society. Right to Information Act has revolutionized the concept of democratic governance substantially. So when MNREGA was enacted by Indian Parliament in 2005 August, RTI was made as an integral part of the Act. It is envisaged that MNREGA will be meaningless without proper use of RTI because RTI can check corruption and leakage of public funding on MNREGA in an effective manner. The paper elaborates the scope of RTI in the implementation of MGNREGS.

32. **K. Kareemulla, K. Srinivas Reddy, C.A. Rama Rao, Shalander Kumar and B. Venkateswarlu (2009)** has explored in the study **"Soil and Water Conservation**

Works through National Rural Employment Guarantee Scheme (NREGS) in Andhra Pradesh — An Analysis of Livelihood Impact" that The impact of National Rural Employment Guarantee Scheme (NREGS) has been studied on rural livelihoods and the nature of soil and water conservation (SWC) works. NREGS is under implementation in almost all the rural districts of the country with the major objective of enhancing livelihoods through productive works. The scheme has brought down the migration levels from about 27 per cent to only 7 per cent in the study villages. The linear regression function has brought out that the number of family members participating in the NREGS is significantly influenced by income from other sources, family size and landholding. The NREGS earnings are being used mainly for food, education and health security. Although the scheme provides opportunity for 100 days of wage guarantee, the actual average employment is only for 25 days per household. Ideally, this gap needs to be bridged at least in the distress districts. The study has observed that SWC works in agricultural lands, especially in the rain fed areas need to be continued. However, some works require structural modifications for a better impact.

33. **Reetika Khera, Nandini Nayak (2009)** has explored in his study **"Women workers and perceptions of the National Rural Employment Guarantee Act in India"** that a survey of 1060 NREGA workers conducted in May-June 2008 in six Hindi-speaking states of North India. The paper focuses on the female workers in the sample to highlight the impact of the NREGA in the lives of women workers. Significant benefits reported by the women include increased food security and a better ability to avoid hazardous work. The availability of local wage employment at the statutory minimum wage for women is a new development associated with the NREGA in many of the areas covered by the survey. However,

the participation of women varies widely across the survey regions. The paper ends by identifying some of the barriers to women's participation in the NREGA.

34. **Naomi Jacob (2008)** has explored in his study **"The Impact of NREGA on Rural-Urban Migration: Field survey of Villupuram District, Tamil Nadu"** that The lack of exact official data on migration is a matter that should be corrected as soon as possible as it is quite important to quantify this as accurately as possible as rural-urban migration can become quite a problem for both the source and the destination areas. The aspect of NREGA where it can be used to curb rural-urban migration is conditional on the NREGA being implemented well in that region, otherwise, if work is not supplied, if wages aren't paid on time and if money is just being siphoned off, then workers will have no incentive to stop migrating. However it should be clear that the primary aim of the Act is to provide welfare for the section of the population that does not even earn the minimum wage- the fact that it can also curb distress migration is just a positive secondary impact of the Act. This paper does not mean to suggest that the focus of the Act should shift to reventing rural-urban migration, it only seeks to highlight that it should become a priority to implement NREGA as efficiently as possible because there are enormous secondary benefits from the Act which could really have a positive impact on economic development. The importance of social audits and implementation of measure to increase the transparency of the NREGA programme cannot be stressed enough.

35. **S.M.Vijayanand,(2008)** has explored in his study **"NREGA and Panchayati Raj: Learning from Kerala, Thiruvananthapuram"** that NREGA is the first development legislation which assigns a definite and important role to Panchayati Raj Institutions (PRIs) which was ushered in more than 15 years ago and largely

ignored. NREGA breaks new grounds in this respect. It assigns PRIs the most critical role in its implementation. The State Government prepares approaches starting from the panchayat level to districts and uses Kudumbashree, Community Development Societies and Network Development Groups to implement the Scheme in a demand-driven mode. The process of planning is with people's participation and transparency is maintained at every level. Challenges for the Scheme include, inadequate awareness about the provisions of the Scheme and hesitation of Panchayats to start big works.

36. **Menon, Sudha Venu (2008)** has explored in his study **"Right To Information Act and NREGA: Reflections on Rajasthan"** that this article explores the role of Right to Information Act in effective Implementation of NREGA through checking corruption. For substantiating the core argument, the paper examines the success story of NREGA in Rajasthan. Section one of the article explains RTI, its significance in giving transparency and accountability in NREGA , the procedures to be followed in using RTI, need for mass participation and role of civil society. Section two discusses the pioneering role of Aruna Roy and MKSS in Rajasthan for making RTI and NREGA a reality. Compare to other states, NREGA experiment was successful in Rajasthan mainly because of the mass awareness campaigns, muster roll verification, periodic social audit, active role of PRIs etc. The paper also highlight the achievements of NREGA in Rajasthan like checking migration to urban areas, Natural Resource Management include water conservation and harvesting structure, drought proofing, micro irrigation works, provision of irrigation facilities to land owned by SC/ST, rural connectivity, renovation of water bodies, and pasture land development

37. **Ranjit singh ghuman , Parminder Kaur Dua (2008)** has explored in their study **"NREGA & rural employment in Punjab an evaluative study of Hoshiyarpur District"** that the performance of NREGA in district Hoshiyarpur has not been very encouraging during the first 2 years of its implementation. The programme can be a great agent for socio economic upliftment & providing livelihood security to the poorest of the poor in rural India. There is a need to adopt a holistic approach to address the socio economic problems of the rural people in India. Given the limited capacity of agriculture to absorb additional labour force, the development rural non farm sector is not for transforming the rural society & economy. The rural education & health must be the top most agenda of Indian democracy.

38. **Kiran Sharma (2007)** had explained in their report **"Status of NREGA Implementation 2006-07: Second Monitoring Report of PACS"**that The present study has thrown light on various aspects of the implementation of the Act in the different PACS – intervened states. Apart from analyzing the Government perspective, based on the secondary data available on the websites and state level records, the study has also focused on grassroots realities by collecting first hand information at the district, Panchayat and village level in these states. The study brings out both positive aspects as well as the shortcomings in implementation of the Act. Along with providing employment opportunities for people, the NREGS also aims at creating sustainable assets which would, in the long term, have an impact on the economy of the village. Considerable attention has been given to taking up environmental conservation works. These include creation of soil and water conservation works. There is a great possibility of these works showing positive results in the coming year. The infrastructure development works, (particularly the rural connectivity works), have also been commendable.

39. **Government of Haryana** has explained in their report **"Evaluation of Mahatma Gandhi National Rural Employment Guarantee Scheme"** that the main objective of the scheme is to improve the living standard in rural areas and providing cent-percent employment in rural area in all over country. The study revealed that many activities being taken under MGNREGS to achieve cent-percent employment in rural areas. Some findings and shortcomings were also noticed in the implementation and suitable recommendations have been suggested to rectify them.

40. **Pinaki Chakraborty (2007)** has explored in her **study "Implementation of the National Rural Employment Guarantee Act in India: Spatial Dimensions and Fiscal Implications"** that since its enactment in 2005, the National Rural Employment Guarantee Act (NREGA) has been implemented in 200 districts in India. Based on state-by-state employment demand & supply data and the use of funds released under NREGA, it is found that, although it is a demand-driven scheme, there are significant interstate differences in the supply of employment. The supply falls far short of demand, particularly in low-income states, where the organizational capacity to implement the scheme is limited. It is also noted that the NREGA-induced fiscal expansion has not contributed to higher fiscal imbalances.

OBJECTIVES

- To find out whether the NREGA act 2005 has its impact on rural employment, if implemented as per criteria.

- To make an assessment of the impact of the scheme in improving employment level & standard of living.

PROPOSED METHODOLOGY

The research methodology is divided in two main parts i.e. area of research & Collection of data

- Area of research :- Durg district of Chhattisgarh state
- Collection of data
    - Primary data
    - Secondary data
- Hypothesis
- Statistical Tools

Durg district - A General view

Durg district is situated on the east bank of river Shivnath. It is a symbol of status , prestige and glory of Chhattisgarh. History of Durg is like conducive inspiration which is unique mixture of oldness and modernity, culture-rite and entrepreneurship. Bhilai City Is known as "Mini India" for Industrial development, social harmony and cultural diversity is a twin city of Establishment of Bhilai Steel plant in Durg district had created vast opportunities for industrial progress on one hand and on the other hand durg district become centre of many other productive

activities. Durg district is one of the densely populated districts of the Chhattisgarh state of India. Durg district is situated in the southern part of the rich Chhattisgarh plain.

- ❖ Area of District Durg is 2238.36 Sq. Km.
- ❖ As per Census 2011 (provisional), the population of the district is 17,21,726. In which 6,17,184 is rural population and 11,04,542 is urban population.
- ❖ Durg district is situated on the Howrah-Mumbai main line of south-eastern railway. National Highway No. 6 also passes through the district.

Primary data

First hand primary data will be collected through interaction with the beneficiaries.

- ✓ Conduct survey of NREGA workers at region at the active work sites through Questionnaire.
- ✓ Sampling for the data will be collected from Durg district
- ✓ Data collected from a sample of 210 rural household from three blocks of Durg district.
- ✓ From each block 70 persons would be selected on a random basis.
- ✓ Official records from each block will be analyzed.
- ✓ The respondents were selected for the detailed enquiry.

Secondary data

Secondary data will be collected from the different journals and publications.

- ✓ Secondary data based on information from web & other sources

- ✓ Data from government offices about NREGA income, total population, no. of households registered with NREGA scheme.
- ✓ Division of data in APL & BPL families, male & female laborers
- ✓ From newspapers, articles, journals.

Hypothesis

- ✓ If MNREGA is implemented properly, it will result in rural development.
- ✓ To make an assessment of the impact of the scheme in improving employment level & standard of living.

Statistical tool

Statistical tool shall be used by the researcher to know the impact of the MGNREGA scheme on rural employment. The study will be mainly a descriptive analysis. The statistical tool which we are going to use is 't' test or regression but according to the collection of data we can change the tool we are using.

EXPECTED OUTCOME OF THE PROPOSED WORK

- ❖ NREGA will have a positive & remarkable effect on employment level in rural areas.
- ❖ NREGA will have an effect of progress in rural development.
- ❖ NREGA will give a big push to rural poor economically, financially & socially for their development.
- ❖ NREGA will favour the rural employment effectively.

PLAN OF THE STUDY

Chapter 1 - MGNREGA – an Introduction

- ❖ MGNREGA an act
- ❖ Sailent features
- ❖ Objectivws of methodology
- ❖ Literature review

Chapter 2 - Impact of MGNREGA – an Overview

- ❖ Impact on indian economy
- ❖ Impact on poverty
- ❖ Women participation in MGNREGA
- ❖ Impact on agriculture and labour
- ❖ Transparency & Accountability

Chapter 3 - Impact on Rural Employment

- ❖ Demand for work & unemployment allowance
- ❖ Participation of marginalised communities

Chapter 4 - Impact on Income & Livelihood Security

- ❖ Impact on wages
- ❖ Livelihood security
- ❖ Marginalisation

Chapter 5 - Assesment of Impact on Employment Level in Durg District

- ❖ Performance under MGNREGA in durg district
- ❖ Analysis of Durg Distt.
- ❖ Physical & financial performance of Durg distt.

Chapter 6 - Conclusion & Recommendations

Chapter 7 - Bibliography

Note :- As & when required we can make changes in the above given chapterisation.

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